

Collective Bargaining Agreement

Between

City of Stamford

and

Stamford Municipal Supervisory Employees
Union
Local #2657 of
Council #4 of the American Federation of
State, County and Municipal Employees, AFL-
CIO

Effective July 1, 2009 ~ June 30, 2010

AGREEMENT made by and between the City of Stamford (hereinafter referred to as the City) and the American Federation of State, County and Municipal Employees Local 2657 (hereinafter referred to as the Union).

AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND THE AFSCME LOCAL #2657 (M.A.A.)

This Agreement is by and between the City of Stamford (City) and the AFSCME Local #2657 M.A.A. (Union).

The parties hereto agree that in addition to the terms and conditions of the prior Agreement entered into on July 22, 2008, the following terms and conditions shall also be incorporated into the Collective Bargaining Agreement dated July 1, 2009 and ending June 30, 2010:

1. All bargaining unit members shall be required to take seven and one-quarter (7¼) furlough days without pay. The days to be utilized shall be subject to manager's approval. All days must be taken during the term of the Agreement.
2. All step increases that would have been available to bargaining unit members effective July 1, 2009, shall be deferred and become effective on June 30, 2010. It is agreed that any step increase shall not be retroactive unless funding becomes available through the contingency fund.
3. Article VI, Vacations, Section 6.3, shall be amended to read, "Employees shall be allowed to carryover up to fifty-two (52) days of earned vacation leave at the fiscal year ending June 30, 2010." The balance of the language in Section 6.3 shall remain the same. The number of days an employee is allowed to carryover shall revert back to forty-five (45) days for the subsequent fiscal year end.
4. Article III, Seniority, Section 3.4, shall be amended to read, "No bargaining unit member shall be laid off during the term of this Agreement. The no layoff clause shall expire automatically on June 30, 2010." The balance of the language in Section 3.4 shall remain the same.
5. Article XI, Working Rules, Union Activities, Section 11.2 shall be amended to read, "Effective July 1, 2009, the amount the City shall provide the MAA Training and Tuition Fund shall be reduced by the amount of twenty-five thousand dollars (\$25,000) for a period of one (1) fiscal year. Effective June 30, 2010, the City shall provide an MAA Training and Tuition Fund in the amount of thirty-five thousand dollars (\$35,000) per fiscal year for the employees meeting the requirements contained herein." The balance of the language in Section 11.2 shall remain the same.

**TENTATIVE AGREEMENT
BETWEEN THE CITY OF STAMFORD
AND THE AFSCME LOCAL #2657 (M.A.A.)**

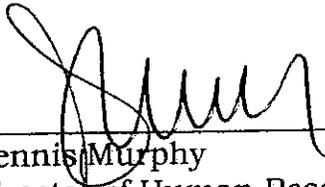
This Tentative Agreement is by and between the City of Stamford (City) and the AFSCME Local #2657 M.A.A. (Union).

The parties hereto agree that the collective bargaining agreement between the parties dated July 1, 2005 and ending June 30, 2009, shall be extended by one year. The collective bargaining agreement shall terminate June 30, 2010.

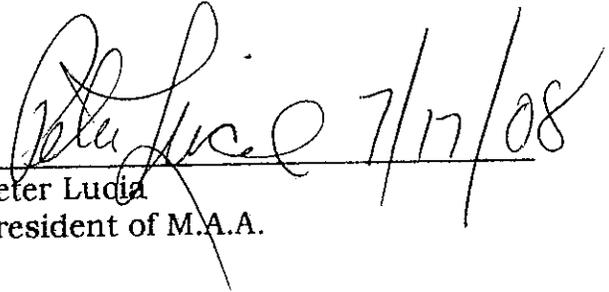
Effective July 1, 2009, there shall be a general wage increase of three percent (3%). All other terms and conditions shall remain unchanged.

For the City of Stamford

For the Union



Dennis Murphy
Director of Human Resources



Peter Lucia
President of M.A.A.

7/22/08
Date

Upon approval of the Board of Representatives of the City of Stamford, this Agreement shall go into effect on July 1, 2009, except as otherwise provided for herein.

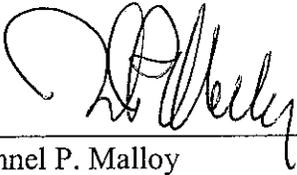
This Agreement shall remain in full force and effect up to and including June 30, 2010. It is understood and agreed that all matters subject to collective bargaining between the parties have been covered herein and that it may not be opened before said date for change in its terms and additions of new subject matter.

The Union shall submit in writing to the City, no later than one hundred and twenty (120) days prior to June 30, 2010, its proposal for renewal and modification of this Agreement. The parties agree that after receipt of such proposals, they will promptly enter into negotiation with respect to such renewal or modification with the objective of completing same as soon as possible.

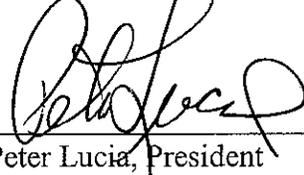
IN WITNESS WHEREOF, the parties set their hands on this 20th day of October, 2009.

FOR THE CITY OF STAMFORD

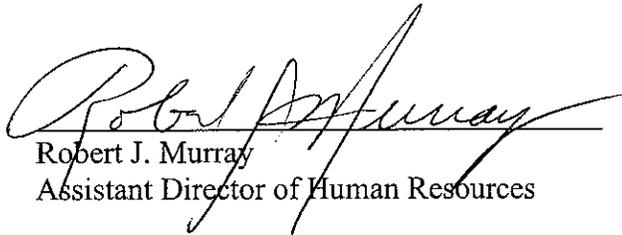
LOCAL 2657, COUNCIL #4
AFSCME, AFL-CIO



Dannel P. Malloy
Mayor



Peter Lucia, President



Robert J. Murray
Assistant Director of Human Resources

APPENDIX A
MAA Salary Schedule
7/1/2009

Grade	Step	35 Hours	37.5 Hours	40 Hours	Annual Rate
A01	A	26.8711	25.0797	23.5122	48,905
A01	B	28.1535	26.2766	24.6343	51,239
A01	C	29.4252	27.4635	25.7470	53,554
A01	D	30.6980	28.6514	26.8607	55,870
A01	E	31.9741	29.8425	27.9774	58,193
A01	F	33.2464	31.0299	29.0906	60,508
A01	G	34.5757	32.2707	30.2538	62,928
A02	A	28.6493	26.7393	25.0681	52,142
A02	B	30.0013	28.0012	26.2511	54,602
A02	C	31.3544	29.2641	27.4351	57,065
A02	D	32.7104	30.5297	28.6216	59,533
A02	E	34.0647	31.7937	29.8066	61,998
A02	F	35.4179	33.0567	30.9906	64,460
A02	G	36.8350	34.3793	32.2306	67,040
A03	A	30.4020	28.3752	26.6017	55,332
A03	B	31.8587	29.7348	27.8764	57,983
A03	C	33.3182	31.0970	29.1535	60,639
A03	D	34.7744	32.4561	30.4276	63,289
A03	E	36.2311	33.8157	31.7022	65,941
A03	F	37.6912	35.1785	32.9798	68,598
A03	G	39.1972	36.5840	34.2975	71,339
A04	A	32.3165	30.1621	28.2770	58,816
A04	B	33.8661	31.6083	29.6328	61,636
A04	C	35.4150	33.0540	30.9881	64,455
A04	D	36.9634	34.4992	32.3430	67,273
A04	E	38.5107	35.9433	33.6968	70,089
A04	F	40.0596	37.3890	35.0522	72,909
A04	G	41.6629	38.8854	36.4551	75,827
Operations Foreman					
A04F	A	N/A	N/A	30.1622	62,737
A04F	B	N/A	N/A	31.6081	65,745
A04F	C	N/A	N/A	33.0541	68,753
A04F	D	N/A	N/A	34.4991	71,758
A04F	E	N/A	N/A	35.9430	74,762
A04F	F	N/A	N/A	37.3895	77,770
A04F	G	N/A	N/A	38.8855	80,882
A05	A	34.2928	32.0066	30.0062	62,413
A05	B	35.9193	33.5247	31.4294	65,373
A05	C	37.5509	35.0475	32.8570	68,343
A05	D	39.1813	36.5692	34.2836	71,310
A05	E	40.8101	38.0894	35.7088	74,274
A05	F	42.4377	39.6085	37.1330	77,237
A05	G	44.1361	41.1937	38.6191	80,328

APPENDIX A
MAA Salary Schedule
7/1/2009

Grade	Step	35 Hours	37.5 Hours	40 Hours	Annual Rate
A06	A	36.5067	34.0729	31.9434	66,442
A06	B	38.2526	35.7024	33.4710	69,620
A06	C	39.9957	37.3293	34.9962	72,792
A06	D	41.7450	38.9620	36.5269	75,976
A06	E	43.4847	40.5857	38.0491	79,142
A06	F	45.2317	42.2163	39.5778	82,322
A06	G	47.0421	43.9060	41.1619	85,617
A07	A	38.7320	36.1498	33.8905	70,492
A07	B	40.5673	37.8628	35.4964	73,832
A07	C	42.4037	39.5768	37.1033	77,175
A07	D	44.2419	41.2924	38.7117	80,520
A07	E	46.0750	43.0033	40.3156	83,856
A07	F	47.9131	44.7189	41.9240	87,202
A07	G	49.8288	46.5069	43.6002	90,688
Head Nurse (A07N) became part of MAA effective 07/01/2003					
A07N	A	N/A	N/A	41.9538	87,264
Operations Supv					
A07S	A	N/A	N/A	36.1495	75,191
A07S	B	N/A	N/A	37.8629	78,755
A07S	C	N/A	N/A	39.5768	82,320
A07S	D	N/A	N/A	41.2931	85,890
A07S	E	N/A	N/A	43.0035	89,447
A07S	F	N/A	N/A	44.7188	93,015
A07S	G	N/A	N/A	46.5070	96,735
A08	A	41.2096	38.4623	36.0584	75,002
A08	B	43.1479	40.2714	37.7545	78,529
A08	C	45.0891	42.0832	39.4530	82,062
A08	D	47.0303	43.8949	41.1515	85,595
A08	E	48.9663	45.7019	42.8455	89,119
A08	F	50.9058	47.5121	44.5425	92,649
A08	G	52.9454	49.4157	46.3272	96,361
A09	A	43.7761	40.8577	38.3041	79,673
A09	B	45.8424	42.7862	40.1121	83,433
A09	C	47.9086	44.7147	41.9200	87,194
A09	D	49.9714	46.6400	43.7250	90,948
A09	E	52.0382	48.5690	45.5334	94,710
A09	F	54.1039	50.4969	47.3409	98,469
A09	G	56.2680	52.5168	49.2345	102,408
A10	A	46.4621	43.3646	40.6543	84,561
A10	B	48.6296	45.3876	42.5509	88,506
A10	C	50.7971	47.4106	44.4475	92,451
A10	D	52.9658	49.4347	46.3450	96,398
A10	E	55.1361	51.4604	48.2441	100,348
A10	F	57.3008	53.4808	50.1382	104,288

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MAA Salary Schedule
7/1/2009

Grade	Step	35 Hours	37.5 Hours	40 Hours	Annual Rate
A11	A	49.7767	46.4583	43.5546	90,594
A11	B	52.0263	48.5579	45.5230	94,688
A11	C	54.2765	50.6580	47.4919	98,783
A11	D	56.5266	52.7582	49.4608	102,878
A11	E	58.7779	54.8594	51.4307	106,976
A11	F	61.0281	56.9595	53.3996	111,071
A11	G	63.4684	59.2371	55.5348	115,512
A12	A	52.5102	49.0095	45.9464	95,569
A12	B	54.9765	51.3114	48.1045	100,057
A12	C	57.4463	53.6165	50.2655	104,552
A12	D	59.9143	55.9200	52.4250	109,044
A12	E	62.3784	58.2198	54.5811	113,529
A12	F	64.8572	60.5334	56.7500	118,040
A12	G	67.4418	62.9457	59.0116	122,744
A13	A	55.6845	51.9722	48.7240	101,346
A13	B	58.3003	54.4136	51.0127	106,106
A13	C	60.9154	56.8544	53.3010	110,866
A13	D	63.5323	59.2968	55.5908	115,629
A13	E	66.1554	61.7451	57.8860	120,403
A13	F	68.7627	64.1785	60.1674	125,148
A13	G	71.5131	66.7456	62.5740	130,154
A14	A	59.1124	55.1716	51.7233	107,585
A14	B	61.8872	57.7613	54.1513	112,635
A14	C	64.6648	60.3538	56.5817	117,690
A14	D	67.4418	62.9457	59.0116	122,744
A14	E	70.2160	65.5349	61.4390	127,793
A14	F	72.9930	68.1268	63.8689	132,847